



MARYLAND DEPARTMENT OF THE ENVIRONMENT

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Deputy Secretary

March 31, 2010

The Honorable Thomas M. Middleton, Chairman
Members of the Senate Finance Committee
Miller Senate Office Building, 3 East
Annapolis, MD 212401

Re: Letter of Support: HB 275 - State Employees - Employee Performance Appraisals – Revisions

Dear Senator Middleon and Committee Members:

The purpose of this correspondence is to express the Maryland Department of the Environment's support of House Bill 275.

The proposed changes will enhance the effectiveness of the employee evaluations provided by their supervisors by streamlining the overall process. The revised process will change the process by a) making the mid-cycle performance appraisal an informal evaluation and non-grievable, b) reducing the number of rating categories from five to three, c) eliminating the employee self-assessment for the end-cycle performance evaluation and d) modifying the circumstances in which an employee survey of the supervisor is performed.

We believe that this bill will significantly decrease the amount of time that supervisors spend completing PEPs and will allow them to focus on employees who need additional coaching and guidance.

Thank you for the opportunity to provide comments on this proposed legislation. Please contact me at 410-260-6301 or lnissley@mde.state.md.us if you would like to discuss any of these issues further.

Sincerely,

Lisa Nissley
Legislative Liaison

Cc: Susan Scotto, Director of MDE's Administrative Services Administration